COMMANDANT ’SSPECIAL INTEREST BRIEF

IGMC

Commandant's Guidance

What sets us apart . . .

- **Warrior legacy**
- **Naval heritage**
- **Excellence in warfighting**
- **Leadership**

. . . <u>we</u> are Marines!

Commandant's Guidance

<u>We</u> will ensure that the Corps will . . .

- **Sustain its unique culture and core values**
- **Take care of its families and individual Marines**
- **Remain relevant to the threats of today and the future**
- **Establish processes that facilitate adaptation to a changing and dynamic world**
- **Keep as our main effort "excellence in warfighting"**

Commandant's Guidance

How do <u>we</u> accomplish this?

By emphasizing what makes us different!

Our Core Values

Objectives

Discuss core values and their relationship to the CMC Special Interest issues . . .

- **Safety**
- **Sexual harassment**
- **Fraternization and misconduct**
- **Suicide prevention**
- **Hazing**
- **Request mast**
- **Homosexual conduct**

Honor

- **Exemplify ethical and moral behavior**
- **Marines do not lie, cheat , or steal**
- **Uncompromising code of integrity, responsibility, and accountability**
- **Respect human dignity**

Courage

- **Mental, moral, and physical strength to overcome the challenges of combat and the mastery of fear**
- **Do the right thing, in the right way, for the right reasons**
- **No room in our Corps for situational ethics**
- **Adhere to a high standard of personal conduct**

Commitment

- **Spirit of drive and dedication**
- **Devotion to the Corps and fellow Marines**
- **The value that established the Marine as a warrior**

Safety

We’re number one!

. . . but do we want to be in all cases?

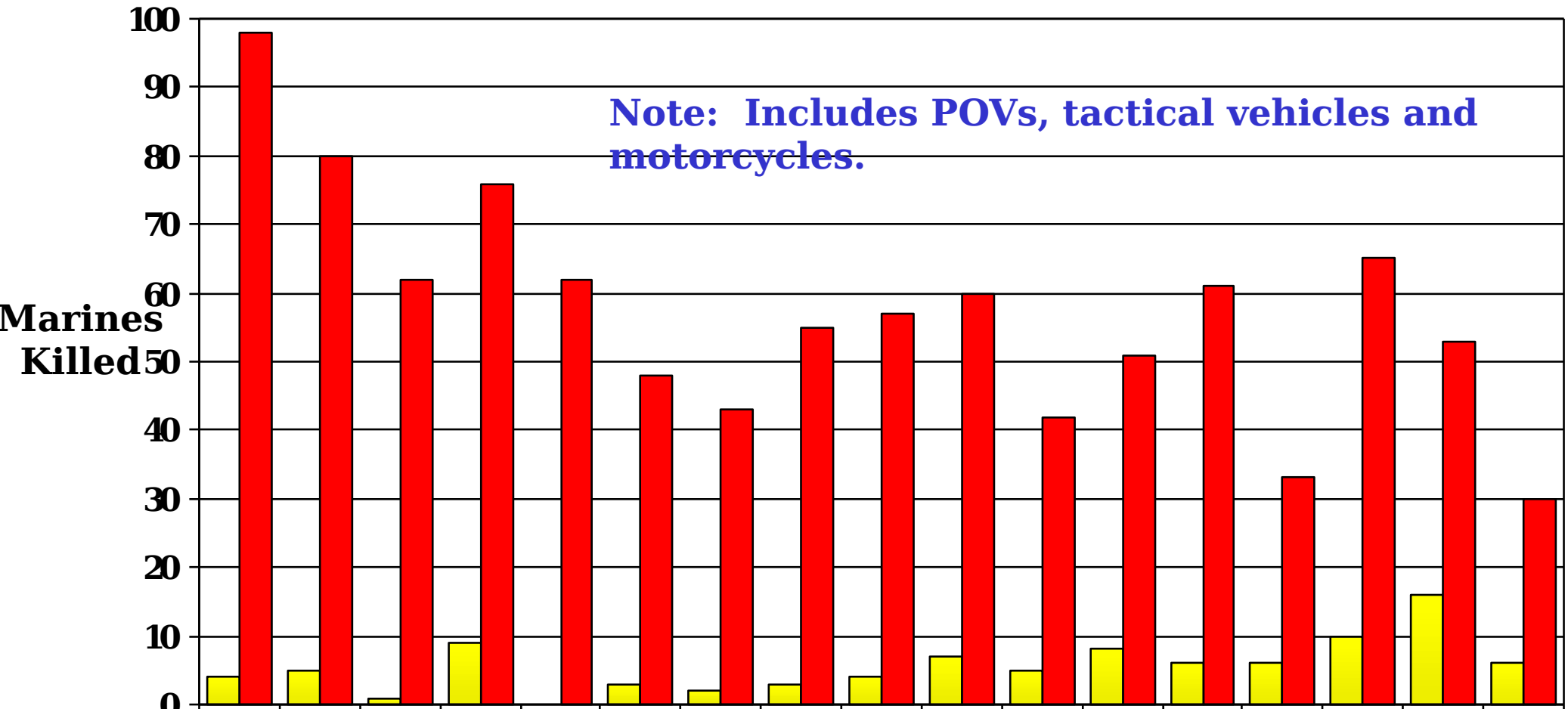
Safety

Areas where we lead the DOD . . .

- **Highest aviation mishap rate**
- **Highest ground mishap rate**
- **Highest PMV mishap rate**
- **Highest suicide rate**
- **Highest injury rate to civilian employees**

USMC Motor Vehicle Fatalities

By Fiscal Year from FY1988 through 1 Jun 2004



	88	89	90	91	92	93	94	95	96	97	98	99	00	01	02	03	04
On Duty	4	5	1	9	0	3	2	3	4	7	5	8	6	6	10	16	6
Off Duty	98	80	62	76	62	48	43	55	57	60	42	51	61	33	65	53	30

Fatal Factors in 157 Traffic Deaths

Percentage of Fatalities

58%

70%

41%

28%

44 %

Fatigue:

17%

Weekend Speeding

Night

No Seat Belt

Alcohol

Safety

How do we fix it?

- We have chosen a risky lifestyle
- ORM basics
  - Identify risks
    - Drinking alcohol
    - Warfighting
    - Driving
    - Flying
    - Boating
    - Operations aboard ship and in the field
  - Weigh risks versus gains

Suicide

- ***SECOND GREATEST*** **cause of death of Marines**
  - **23 Marines committed suicide in CY2003**
  - **85 Marines attempted suicide in CY2003**
  - **39 Marines gestured suicide in CY2003**
- **9 Marines have committed suicide thus far this year (through April 2004)**
  - **27 attempts**
  - **22 gestures**
- **Suicide is an equal opportunity killer, indiscriminant of grade, age, race or gender**

Suicide Prevention

- **AID-LIFE**
  - **A**sk the Marine if they're thinking about suicide
  - **I**ntervene immediately
  - **D**on't keep it a secret – inform the chain of command
  - **L**ocate help (doctor, nurse, corpsman, chaplain, duty) immediately
  - **I**nform your chain of command
  - **F**ind someone to stay with the Marine
  - **E**xpedite!
- **Seeking help is NOT a sign of weakness**

Sexual Harassment

- **Unwelcome sexual advances or requests for sexual favors**
- **Verbal or physical conduct of a sexual nature made:**
  - **As a term or condition of job, pay, or career**
  - **As a basis for career or employment decisions**
  - **Having the effect of interfering with an individual's work performance creating an intimidating or hostile environment**
- **May include conduct on or off duty, 24/7**

Sexual Harassment

- **Think of a traffic light:**
  - **Red……** **Criminal**
  - **Yellow……** **Trouble**
  - **Green……** **Okay**

- **Yellow is the most difficult scenario because not everyone has the same perception of "undesirable or offensive behavior"**

Sexual Harassment

Step-by-step actions:

- **Confront the offender**
- **Report up the chain**
- **Request mast**
- **See your command inspector**
- **Call the IGMC Hotline at DSN 224-1348/9 or (703) 614-1348/9**
- **Use the “Hotline Procedures” found at the “Inspector General” link on www.hqmc.usmc.mil**

Sexual Harassment

- **Commanders will create an environment of dignity and respect**
- **Corrective action in each substantiated incident can include:**
  - **Informal counseling**
  - **Page 11 entry**
  - **NJP**
  - **Court-martial**
  - **Adverse fitrep**

Sexual Harassment

- **No Marines or civilian employees will knowingly make a false accusation of sexual harassment**

- **CMC guidance: reinforcing character that values honor, integrity and taking care of our Marines – including treating each other with dignity and respect**

Fraternization

Social or business relationship between Marines of different grades in violation of a custom of the Naval Service, which, in the eyes of one experienced in military leadership, impacts adversely on good order and discipline, or degrades or threatens to degrade the character or status of the position that a Marine holds.

Art. 1165 Navy Regulations

Fraternization

- **Gender neutral**
- **Direct senior-subordinate supervisory relationship not required**
- **Subsequent marriage does not excuse or mitigate the conduct**
- **Senior has primary responsibility to avoid inappropriate relationships**
- **However, BOTH parties are accountable for their conduct**
- **Mutual respect for rank and position MUST BE maintained**
- **You can be the same rank and be in a leadership position . . . if you compromise yourself, or the Marines with whom you are socializing perceive a compromise, then the relationship is "unduly familiar."**

Fraternization

Examples:

- **Drinking alcoholic beverages together**
- **Playing cards or gambling together**
- **Going to private homes or clubs together**
- **Dating or engaging in sexual activities**
- **Engaging in commercial transactions, except for onetime sales or leases . . . real estate**
- **Showing favoritism or partiality**
- **<u>Key issue</u> is whether traditional distinctions between grades are ignored**

Fraternization

- **Improper associations**
  - **Relationships that are unduly familiar and that do not respect differences in grade or rank <u>are prohibited</u>.**
  - **Officer-Enlisted, Officer-Officer, and Enlisted-Enlisted**
- **Can easily become a case of sexual misconduct in instructor-student relationship**

Hazing

I will not tolerate any instance where one Marine inflicts any form of physical or psychological abuse that degrades, insults, dehumanizes or injures another Marine. We will protect our Marines through fair, scrupulous, and unbiased treatment as individuals – caring for them, teaching them and leading them.

GEN HAGEE, CMC

ALMAR 045/03

Hazing

- **Conduct by one military member to another that causes suffering or exposure to an activity that is cruel, abusive, humiliating or oppressive**
- **Includes but is not limited to:**
  - **Any form of initiation or congratulatory act that involves physically striking another to inflict pain**
  - **Verbally berating another**
  - **Encouraging another to excessively consume alcohol**
  - **Encouraging another to engage in illegal, harmful, demeaning or dangerous acts**
  - **Soliciting or coercing another to engage in hazing**
- **Consent by the subject is NOT a defense**

MCO 1700.28

Hazing

- **Marines recently punished by courts-martial have characterized incidents of hazing as pranks, jokes, or innocent fun**
- **“Our core values demand that we treat all Marines with dignity and respect at all times” — CMC Guidance**
- **It is a leadership issue; it is a warfighting issue**

MCO 1700.24

Hazing

What to do about hazing?

- **Inform your superiors using the chain of command**
- **If your immediate superiors are involved:**
  - **Request mast to your Commanding Officer or Commanding General**
  - **Notify your Command Inspector**
  - **Call the IGMC Hotline at (703) 614-1348/9 or DSN 224-1348/9**
  - **Use the “Hotline Procedures” found at the “Inspector General” link on www.hqmc.usmc.mil**

Homosexual Conduct Policy

- Marines will not be asked their sexual orientation
- Commanders will not initiate an investigation unless there is credible factual information that there is a basis for discharge
  - Personal Statement
  - Acts or same sex marriage
- Marines are afforded due process and protection under UCMJ
- Incompatible with service, separation required with proof of misconduct

Request Mast

- **Includes both the RIGHT of all Marines to directly communicate grievances to, or seek assistance from, their commanding officers . . .**

- **. . . and the REQUIREMENT for that commanding officer to consider that matter and personally respond to that Marine**

MCO 1700.23E

Request Mast

- Request mast petitions should be handled within one working day at each level of command
- Marines should be afforded an opportunity to request mast in person
- Follow the formal NJP chain of command
- Vested right up to and including the immediate CG
- Any interference with a Marine's right to request mast or any attempt of reprisal is expressly prohibited and punishable under the UCMJ

Summary

- **Commitment—it is our Corps, let's take charge of it**
- **Courage—we're all leaders**
- **Honor—treat one another as Marines**

Questions

?

Quote

All militaries harden their recruits, instill the basics, and bend young men to their will. But the Marine Corps provides its members with a secret weapon. It gives them the unique culture of pride that makes Marines the world's premier warrior force. The Navy has its ships, the Air Force has its planes, the Army its detailed doctrine, but "culture"—the values and assumptions that shape its members—is all Marines have. They call this culture "*esprit de corps.*"

James Bradley, Flags of our Fathers